

Travers Smith Modern Slavery Act Statement

Our aim is to provide the very highest quality of service whilst ensuring that our business is conducted in an ethical way. We will not tolerate any abuse of human rights within our business or supply chains.



December 2022

As lawyers, we recognise our responsibility in promoting the rule of law. We achieve this by continually reviewing and updating our own working practices and helping our clients to succeed in an increasingly regulated and transparent commercial environment. Through our advice, we seek to support clients in operating in a compliant and ethical manner.

BACKGROUND

Travers Smith LLP is one of the UK's leading independent law firms. We provide English law advice to a range of UK and international clients. Our main office is located in London, and we have a branch office in Paris.

The firm operates as a limited liability partnership and is owned by our partners. Our Partnership Board makes management decisions on behalf of the firm.

This statement is published on behalf of Travers Smith LLP in line with the Modern Slavery Act 2015 ("**MSA**"), and references to "we", "us", "our" or the "firm" are to that entity.

OUR SUPPLY CHAIN

As a professional services organisation that is office-based, we consider the risk of modern slavery, servitude, or human trafficking existing within our business or supply chains to be relatively low. The goods and services we purchase to allow the delivery of our legal services are limited and primarily relate to professional services, property, facilities management and maintenance, catering, and information technology.

We continue to evaluate direct suppliers both before they enter our supply chain and on an ongoing basis. As part of our supplier on-boarding process we review the potential supplier against a number of key metrics including: (i) whether their products are locally produced, (ii) the level of welfare standards,

(iii) their environmental impact and (iv) innovations adopted to support sustainability and societal improvement.

We recently introduced a bespoke procurement checklist which sets out steps to be followed when staff are procuring goods or services on behalf of the firm.

We expect our suppliers to operate fair and ethical workplaces as set out in our 'Supplier Code of Conduct', which we look to incorporate into our contracts with suppliers.

PRACTICES AND PROCEDURES

As part of our wider commitment to promoting ethical business practices, we have in place a variety of policies and procedures that together address our approach to these issues:

- Anti-Bribery and Corruption Policy
- Whistle-blowing Policy
- New Business Acceptance Protocol
- Working Hours and Wages Policy
- Bullying and Harassment Policy
- Grievance Policy
- Domestic Abuse Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Environmental Policy

Our [Supplier Code of Conduct](#) clearly outlines the standards we expect of our suppliers when conducting business. This includes compliance with social and ethical responsibilities and applicable laws as well as steps to identify and address material human rights issues, including modern slavery concerns.

We also include targeted supply chain-related questions in our supplier onboarding procedures, which are intended to screen for potential issues relating to forced labour, slavery, human trafficking and/or human rights.

We are an accredited member of the London Living Wage Foundation and all contracts relating to staff, either employed directly or subcontracted by our suppliers, contain a clause ensuring they receive, as a minimum, the London Living Wage.

The firm recognises there are certain benefits to increased agile working and has sought to combine those positively with the need to maintain a culture of learning by osmosis, thereby empowering people to better manage the pressures of life, both inside and outside work.

More generally, the firm is fully committed to promoting CSR. For more information on our CSR programme, please visit the [Corporate Social Responsibility page](#) on our website.

IMPLEMENTATION

Together, our Sustainability and Health & Safety Officer, Senior Management Team, Environment Board and Environment Committee take responsibility for implementing and monitoring progress of our MSA objectives. Our Risk and Compliance and Procurement teams are responsible for ensuring that we work with suppliers who are aligned with our values.

Our MSA statement has and will continue to be posted on the UK Government's Modern Slavery Database.

MONITORING AND REPORTING

If we become aware of an instance of modern slavery or human trafficking occurring in any of our supply chains, we will work to resolve the issue through legitimate and proportionate procedures. Any issues identified in relation to modern slavery should be immediately reported to our [Sustainability and Health & Safety Officer](#), whose contact details can be found at the end of this statement.

In addition, our Whistleblowing Policy and Grievance Policy are communicated to all staff on our intranet. These encourages staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.

More general issues arising in relation to the points outlined in this policy should be reported to the Environment Committee as soon as possible.

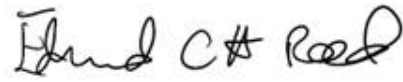
TRAINING

Targeted slavery and human trafficking training sessions will continue to be provided to our staff where necessary in order to educate on the importance of implementing and enforcing effective systems to prevent slavery and human trafficking from taking place in our supply chains. A training hierarchy has been developed to ensure that where there is the potential for greater risk of slavery and human trafficking (e.g. whether due to sector or country), specific internal training is provided to equip people with the skills to effectively assess and manage that risk. To enhance our training programme, additional content is being developed for all to reference on the intranet.

In addition to training our own staff, we support a number of clients and industry bodies more generally on the challenges posed by slavery, human trafficking and human rights abuse and compliance with the MSA. Our [legal briefing update](#) can be found on our website.

BOARD APPROVALS

Travers Smith LLP Partnership Board approved this statement on 7th December 2022



Managing Partner

Travers Smith LLP

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our firm's slavery and human trafficking statement for the financial year ended 30 June 2022.

Next Review: November 2023

FOR FURTHER INFORMATION, PLEASE CONTACT



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